


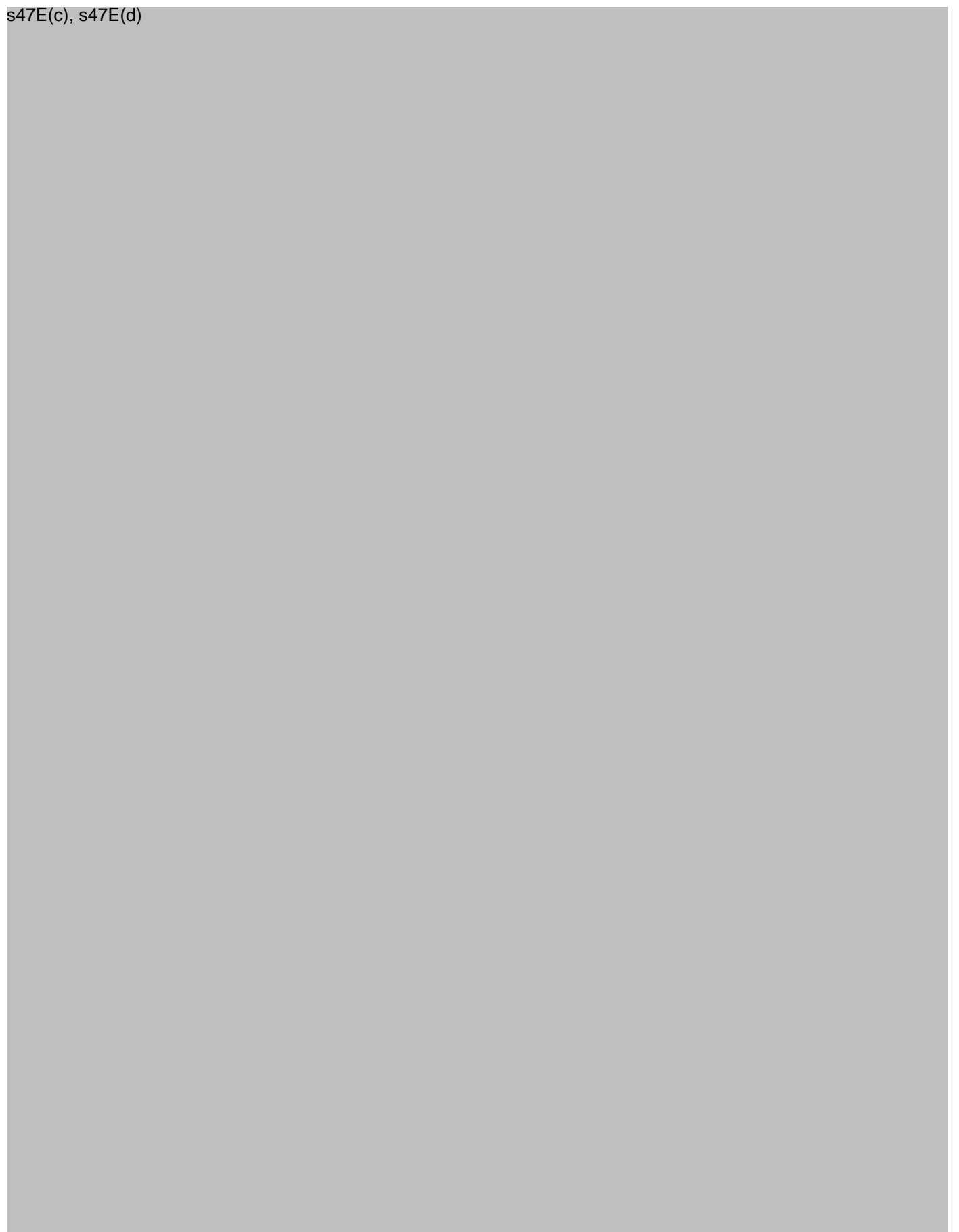
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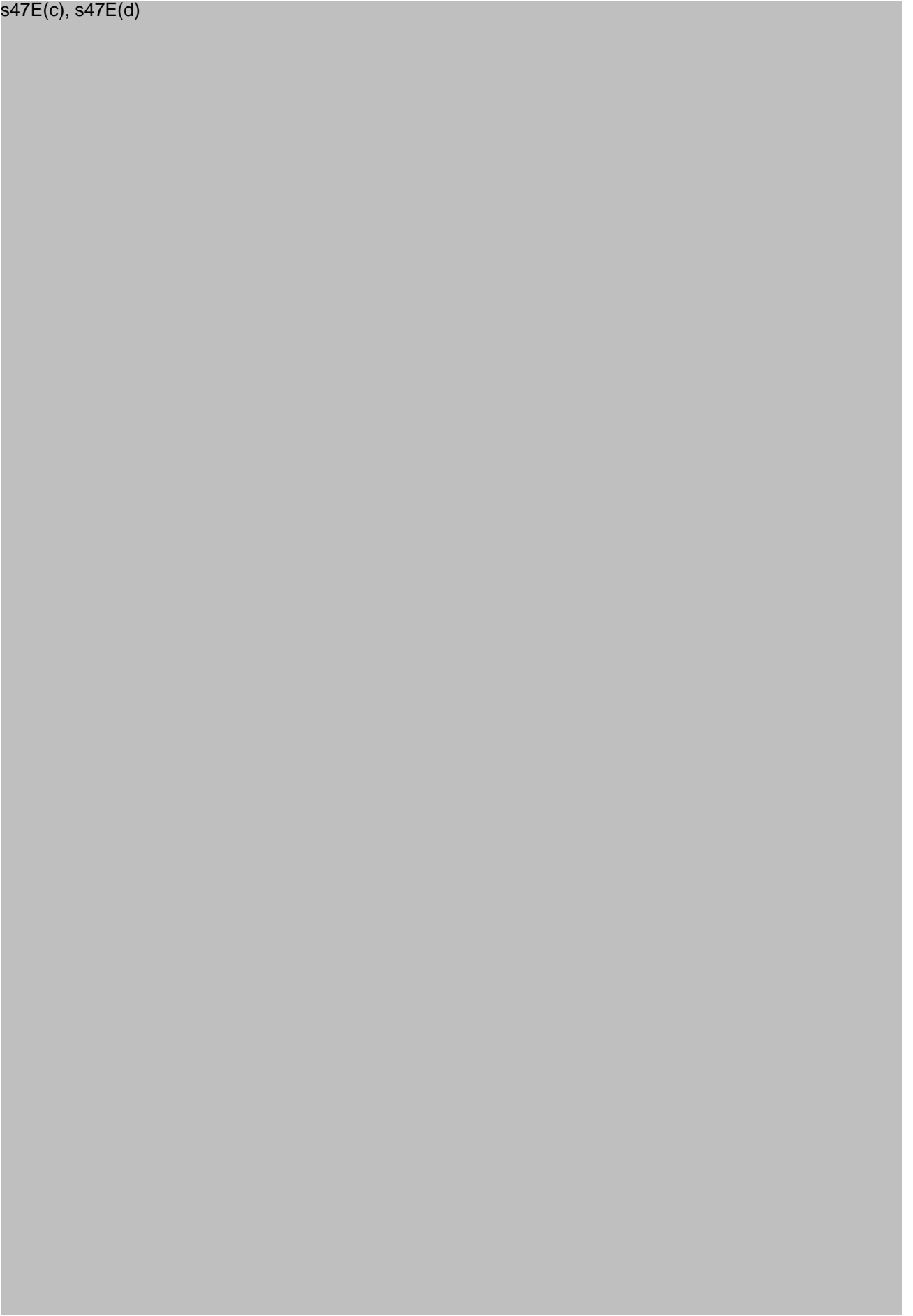
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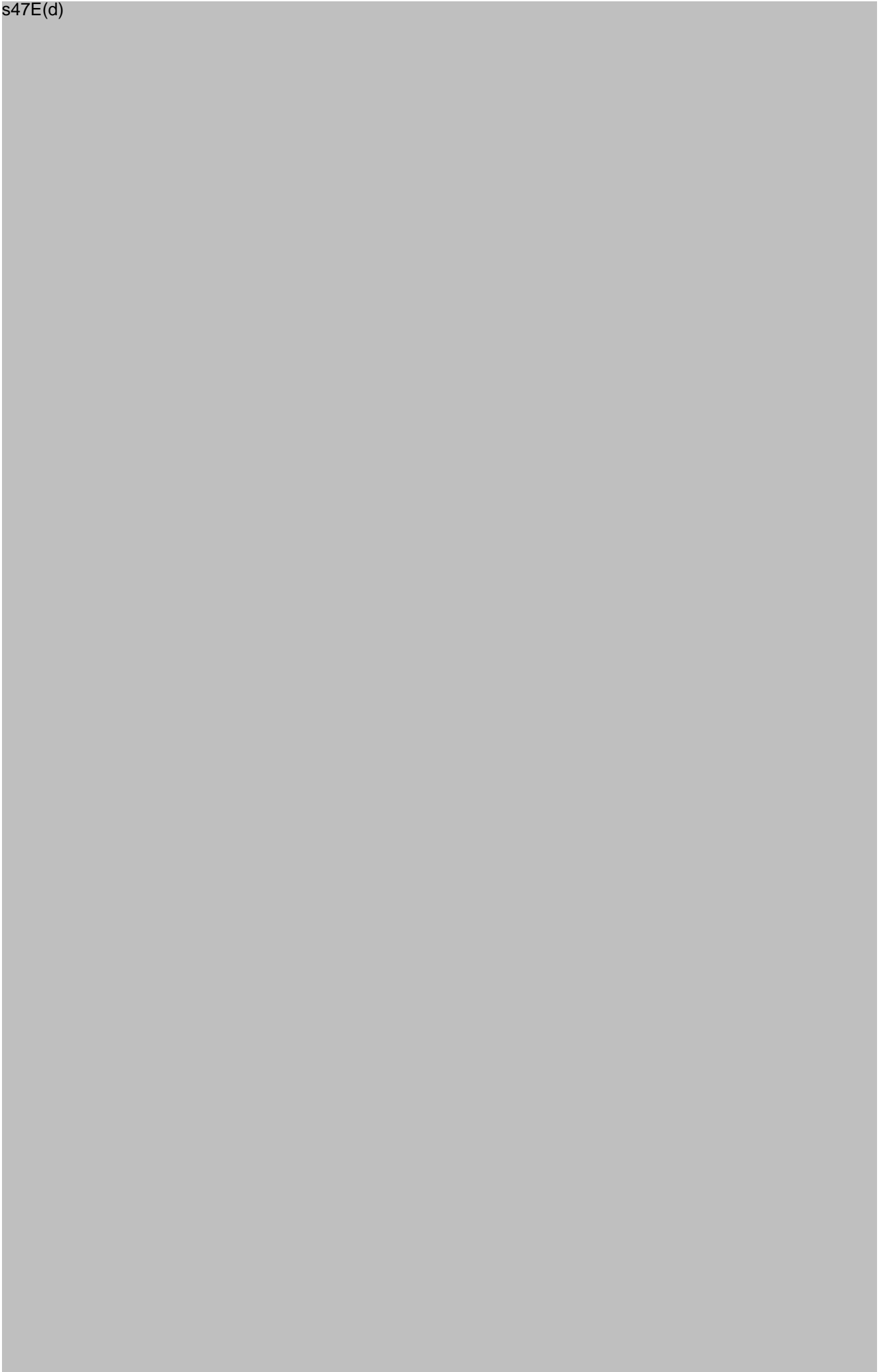
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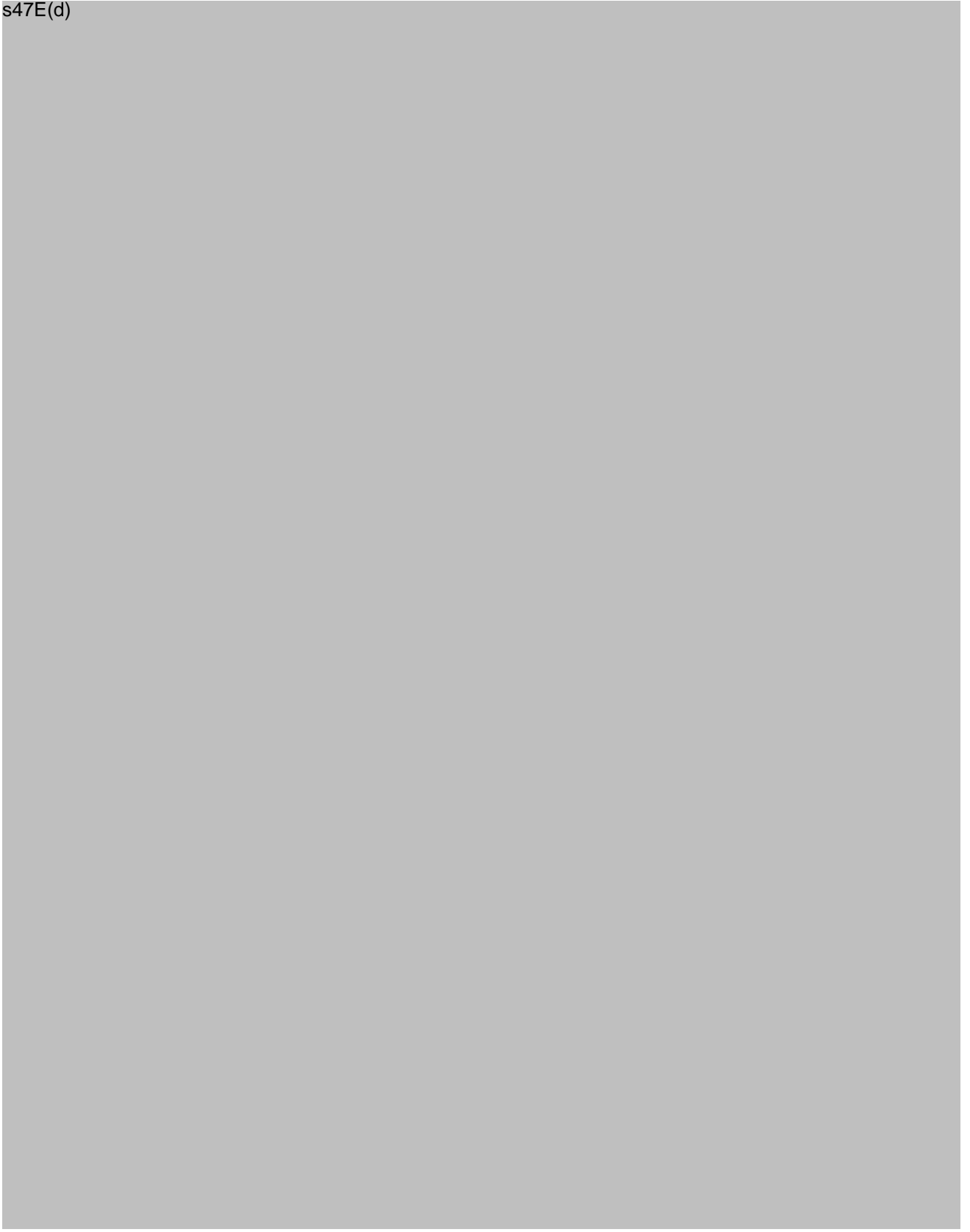
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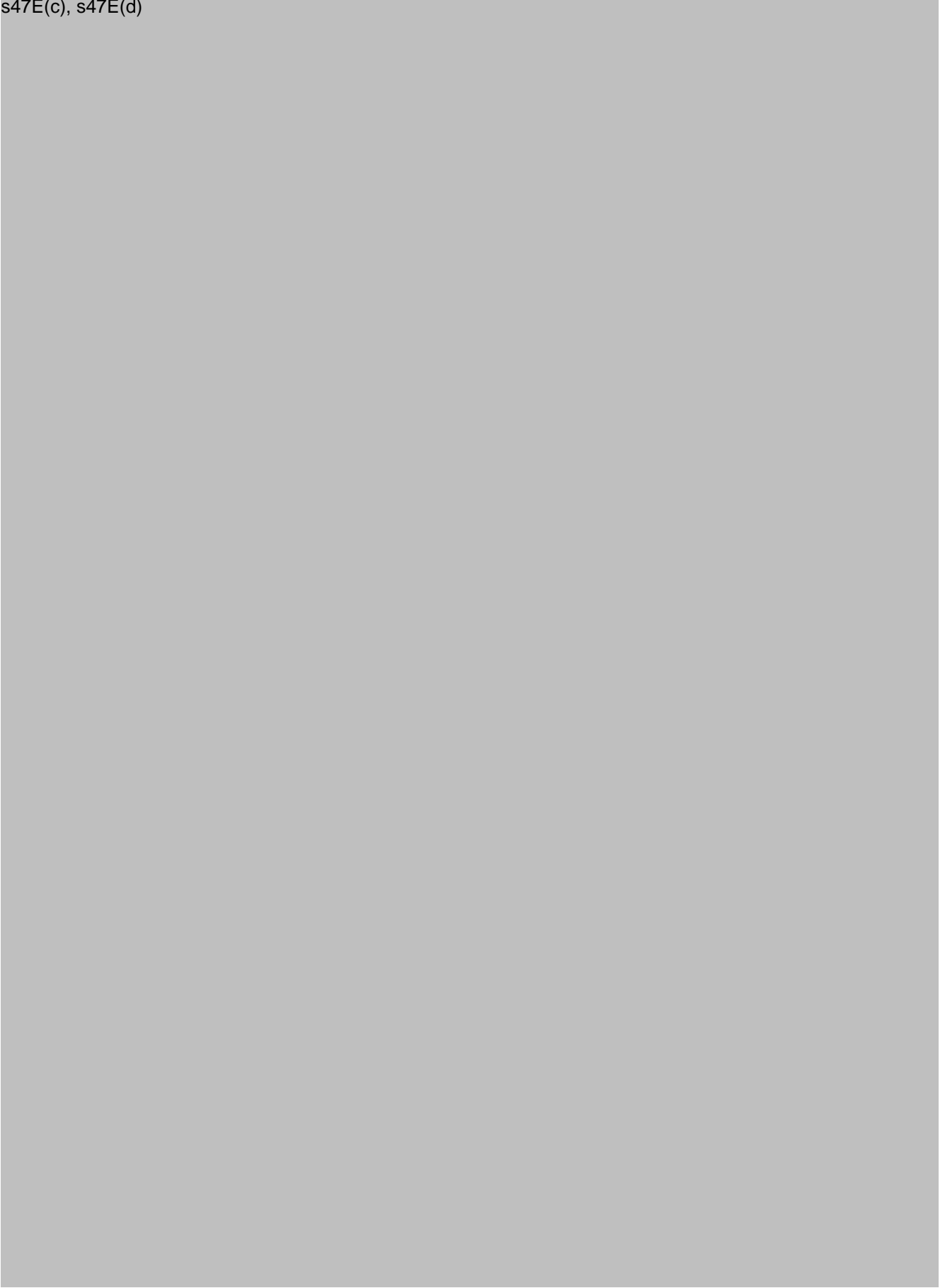
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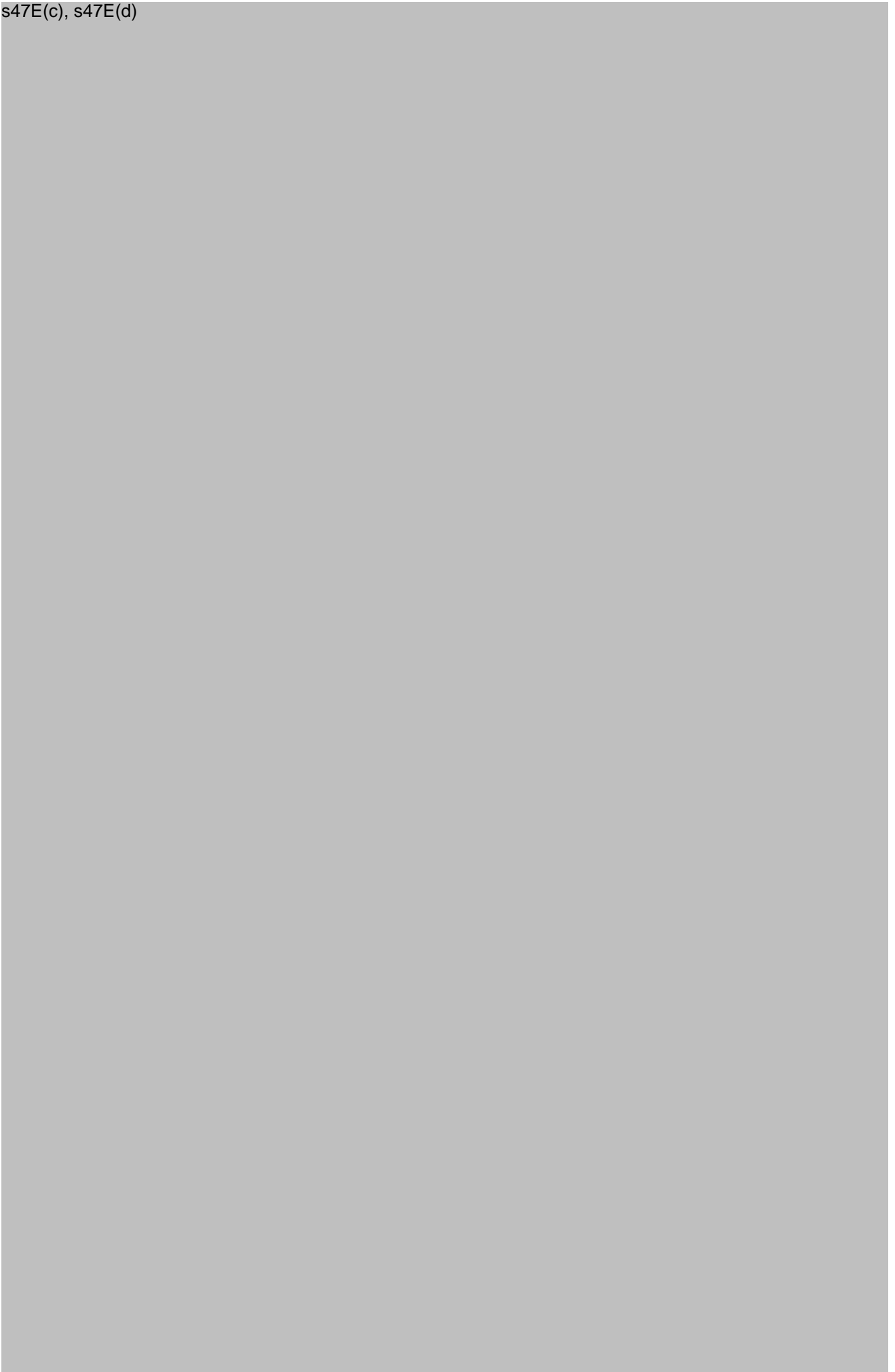
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**Australian Government**  
**Department of Defence**

## **Parliamentary Question on Notice**

For decision  
PDMS Ref. Number PQ21-000095

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**To**                    **Minister for Defence**

**Number**           **Senate Question on Notice Number**

**Asked by**        **Jacqui Lambie**

**Date asked**     **21 June 2021**

**Timing**           *21 June 2021*

### **Recommendation**

That you:

1. **approve** the response at Attachment A for tabling.

approved / not approved /  
please discuss

**Minister for Defence**

**Signature**.....

**Date**:...../...../2021

Minister's Comments				
<b>Rejected</b> Yes/No	<b>Timely</b> Yes/No	<b>Relevance</b> <input type="checkbox"/> Highly relevant <input type="checkbox"/> Significantly relevant <input type="checkbox"/> Not relevant	<b>Length</b> <input type="checkbox"/> Too long <input type="checkbox"/> Right length <input type="checkbox"/> Too brief	<b>Quality</b> Poor 1.....2.....3.....4.....5 Excellent <b>Comments:</b>

## Purpose

1. To seek your approval to table the response to the Senate Question on Notice asked by Senator Jacqui Lambie concerning Senate - 15 June 2021 - Q1 - Sydney University Regiment - Lambie .

## Consultation – internal/external

2. Defence People Group – Mrs Leisa Craig, Assistant Secretary Human Resource Services

## Attachments

### Attachment A Response

Authorising Officer
Cleared by:  Major General Anthony Rawlins Deputy Chief of Army  Date: 15 June 2021 Ph: 02 5108 7125

**Contact Officer** LTCOL Dan Lee, Incident Manager - Army, Ph: s22

## Defence Portfolio

# SENATE QUESTION

(Question No.1)

Senator Jacqui Lambie asked the Minister representing the Minister for Defence, upon notice, on 21 June 2021:

Senator LAMBIE (Tasmania) (14:35): My question is to the Minister representing the Minister for Defence, Senator Payne. At estimates, I asked the Chief of Army about the issues at the Sydney University Regiment. Since then I've heard more stories about young cadets and Army reservists training to be officers being pushed around and harassed by older officers who think they own the joint. Is the Minister for Defence confident that the next cohort of 18- and 19-year-old gap-year officer cadets and Army reservists who go through the Sydney University Regiment will be safe from abuse, illegal room searches and other unacceptable behaviour from the hierarchy?

Senator PAYNE (New South Wales—Minister for Foreign Affairs and Minister for Women) (14:36): I thank Senator Lambie for her question. Senator Lambie—through you, Mr President—I don't have a specific brief with me in relation to the Sydney University Regiment, but I can absolutely reiterate the expectations of the highest standards of behaviour applying right across the system, including to the regiment, its leadership and its administration. I will take the details of Senator Lambie's question on notice and provide further information to the chamber.

The PRESIDENT: Senator Lambie, a supplementary question?

Senator LAMBIE (Tasmania) (14:37): The cadets and Army reservists training to be officers who have blown the whistle and told me and others what's going on here have been incredibly brave. What protections is the minister planning to put in place to make sure there won't be serious consequences for their careers because they have finally found the courage to speak out? We're going to have the same thing going on with the royal commission unless we give full protection to diggers to come forward so we can get to the bottom of why we have suicides. So is there anything put in place?

Senator PAYNE (New South Wales—Minister for Foreign Affairs and Minister for Women) (14:37): Again, I will take the specific details of Senator Lambie's question on notice, but I can say that the bravery, strength and leadership it takes to speak out to call out inappropriate behaviour is most certainly acknowledged, not just in relation to the ADF and not just in relation to cadet and reserve units but much more broadly across our society and our communities. So I do acknowledge that, and I agree with Senator Lambie that appropriate support should be provided to those people who are appropriately calling out bad behaviour where it exists, no matter where that happens.

The PRESIDENT: Senator Lambie, a final supplementary question?

Senator LAMBIE (Tasmania) (14:38): As usual, the ADF has called in one of its own, a colonel from the very regiment that is dishing out the abuse. Why haven't the military police or IGADF been asked to investigate serious allegation of illegal room searches instead of the ADF doing a



stupid fact find that we know will go nowhere? There is no central database for these fact finds to report to. Once again, you would think that, with a royal commission coming up, they would be trying a little bit harder to make sure the right people are investigating these things that are going on in their regiments. Why not?

Senator PAYNE (New South Wales—Minister for Foreign Affairs and Minister for Women) (14:38): I understand there would, of course be initial steps taken in circumstances such as these, and again I will take the details of Senator Lambie's question on notice and return to the chamber with further information.

**Senator Jacqui Lambie – The Minister for Defence has provided the following answer to the Senator's question:**

**1. Is the Minister for Defence confident that the next cohort of 18- and 19-year-old gap-year officer cadets and Army reservists who go through the Sydney University Regiment will be safe from abuse, illegal room searches and other unacceptable behaviour from the hierarchy?**

- Defence does not tolerate unacceptable behaviour and takes action when unacceptable behaviour occurs.
- All Defence personnel are expected to behave in accordance with the Defence Values and Behaviours.
- I can confirm that Defence takes allegations of unacceptable behaviour seriously and is taking appropriate steps to investigate the matters that have been raised in accordance with the Department's unacceptable behaviour policy.
- On 18 June 2021, Army referred the allegations of unacceptable behaviour to the IGADF to determine if a broader inquiry is appropriate. The recommendations from the Fact Findings already completed and the subsequent IGADF review will be considered and implemented where appropriate.
- I can also confirm that all individuals involved will be supported and will have an opportunity to be heard as part of the process.
- Defence has extensive awareness programs, and support services in place to educate and assist all personnel. This includes Trainee Officers and ADF Cadets.
- Measures such as mandatory annual induction training on dealing with unacceptable behaviour and codes of conduct already serve as a safeguard against unacceptable behaviour.
- A unifying set of Defence Values and Behaviour sets the benchmark for what Defence expects of its people in the workplace. The Defence values are; service, courage, respect, integrity and excellence and are embedded through strong policies and frameworks, ready to address unacceptable behaviour when it occurs.
- When Defence personnel display behaviour that is not of the standard expected of them, action is taken. Importantly these instances are few. The vast majority of our personnel are a credit to Defence and the nation.

**2. What protections is the minister planning to put in place to make sure there won't be serious consequences for their careers because they have finally found the courage to speak out?**

- Defence encourages individuals to speak up if they experience or witness unacceptable behaviour in the workplace and there are a range of protections available to individuals in these circumstances.
- During a Fact Find process the details of an alleged incident will be made available to respondents and witnesses to ensure they can appropriately respond. The details of who raised the matter are not required to be released.
- If an individual is the target of unacceptable behaviour because they have raised a complaint the commander or manager will address that behaviour quickly. Administrative or disciplinary action may be taken depending on the circumstances.
- Where a complaint meets the criteria of a Public Interest Disclosure Defence will treat the matter accordingly and afford the individuals who raised the issue the protections available under the Public Interest Disclosure Act 2013.

**3. Why haven't the military police or IGADF been asked to investigate serious allegation of illegal room searches instead of the ADF doing a stupid fact find that we know will go nowhere? There is no central database for these fact finds to report to. Once again, you would think that, with a royal commission coming up, they would be trying a little bit harder to make sure the right people are investigating these things that are going on in their regiments. Why not?**

- On Friday 18 June 2021, Army referred the unacceptable behaviour issues related to the Full-time Army Reserve Officer (FARO) at the Sydney University Regiment course which commenced in early 2021 to the IGADF.
- The Joint Military Police Unit investigate matters when appropriate, and the Sydney University Regiment has referred several incidents to them in 2021. Some incidents are dealt with through Fact Findings.
- While there is no central database of all Fact Finding activities in Defence, it is expected that commanders and managers will retain records of a Fact Finding activity in accordance with archive requirements.
- Additionally, Tranche 2 of the Defence Enterprise Reform Program will deliver a new Defence Case Management System that will capture details of Fact Finding activities as part of the end-to-end management of integrity incidents.
- This system is in design phase and is expected to be delivered by the end of 2022.